

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐

FEPA

☒

EEOC

130-2005-03666

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Mr. Terry L. Daniel

Home Phone No. (Incl Area Code)

(334) 644-2845

Date of Birth

07-10-1960

Street Address

City, State and ZIP Code

2409 8th Street S.W Lanett, AL 36863

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

CITY OF LANETT

No. Employees, Members

15 - 100

Phone No. (Include Area Code)

(334) 644-5240

Street Address

City, State and ZIP Code

P.O. Box 290, Lanett, AL 36863

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

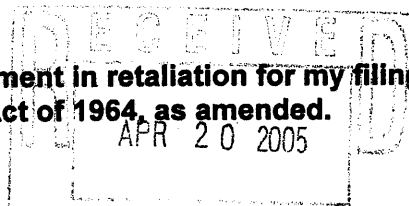
12-12-2004**12-12-2004**☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was employed by the above named employer on July 7, 1978 as a paid volunteer Firefighter. Since my employment, I filed an EEOC charge in 1996 (130-96-2877) and in 1999 (130-99-0900). The last charge was filed in Federal court and a settlement was reached. It was common knowledge that I had filed a suit in Federal court against my employer. On or around November 15, 2004, I was told by the Chief that he was going to post the position of Captain. I had been approached by co-workers on several occasions inquiring if I was going to sue again if I did not make Captain. On December 12, 2004, I came to work and found a "Garfield" cartoon on the bulletin board. Someone had marked the characters in the cartoon. One character was marked as my supervisor, Captain Kelley, and I was marked as "Garfield." I have been subjected to a hostile work environment since I filed a complaint with the EEOC and proceeded with my complaint in Federal court.

No reason has been given for the above actions.

I believe that I have been subjected to a hostile work environment in retaliation for my filing a previous charge with EEOC in violation of Title VII of the Civil Rights Act of 1964, as amended.



I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Date

Charging Party Signature

EXHIBIT

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